

## House File 379 - Introduced

HOUSE FILE 379

BY KAJTAZOVIC, STECKMAN,  
ANDERSON, KRESSIG, JACOBY,  
and OURTH

### A BILL FOR

1 An Act relating to the awarding of bonuses to state employees  
2 and including effective date provisions.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 70A.1, Code 2013, is amended by adding  
2 the following new subsection:

3 NEW SUBSECTION. 1A. Beginning July 1, 2013, employees of  
4 the executive branch, judicial branch, and legislative branch  
5 shall not receive bonus pay unless otherwise authorized by  
6 law, required pursuant to a contract of employment entered  
7 into before July 1, 2013, or required pursuant to a collective  
8 bargaining agreement. This subsection does not apply to  
9 employees of the state board of regents who receive bonuses  
10 funded by moneys from sources other than appropriations by  
11 the general assembly. For purposes of this subsection, "*bonus*  
12 *pay*" means any additional remuneration provided an employee in  
13 the form of a bonus, including but not limited to a retention  
14 bonus, recruitment bonus, exceptional job performance pay,  
15 extraordinary job performance pay, exceptional performance pay,  
16 extraordinary duty pay, or extraordinary or special duty pay,  
17 and any extra benefit not otherwise provided to other similarly  
18 situated employees.

19 Sec. 2. BONUS PAY REVIEW.

20 1. The director of the department of management, the state  
21 court administrator, and the director of the legislative  
22 services agency shall conduct a detailed review of the bonus  
23 pay provided to employees of the executive branch, judicial  
24 branch, and legislative branch, as applicable, for the fiscal  
25 years beginning July 1, 2011, and July 1, 2012, including who  
26 received, or will receive, pay that exceeded the salary range  
27 for that position for that particular fiscal year.

28 2. A written detailed account of the review, to include any  
29 recommendations concerning modifications or adjustments to a  
30 particular salary range or placement that would eliminate the  
31 use of bonus pay, shall be provided to the chairs and ranking  
32 members of the appropriation committees of the general assembly  
33 by April 1, 2013.

34 Sec. 3. EFFECTIVE UPON ENACTMENT. This Act, being deemed of  
35 immediate importance, takes effect upon enactment.

1 EXPLANATION

2 This bill concerns the awarding of bonuses to state  
3 employees.

4 Code section 70A.1, concerning salaries, vacations, and  
5 leaves for state employees, is amended to provide that,  
6 effective July 1, 2013, employees of the executive branch,  
7 judicial branch, and legislative branch shall not receive  
8 bonus pay unless otherwise required by law, prior employment  
9 contract, or a collective bargaining agreement. The bill's  
10 prohibition on bonus pay does not include employees of the  
11 board of regents.

12 The bill also directs the director of the department of  
13 management, the state court administrator, and the director of  
14 the legislative services agency to conduct a detailed review  
15 of the bonus pay provided to employees of their respective  
16 branches and to submit a report to the chairs and ranking  
17 members of the appropriation committees of the general  
18 assembly.

19 This bill takes effect upon enactment.